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Governor



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Acting Executive Director



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Director

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL**

**Radisson Hotel
500 Leisure Lane
Sacramento, CA**

March 10, 2011

MEETING SUMMARY

I. Introduction and Opening Remarks

Vice-Chair, Chad Silva, opened the meeting and welcomed everybody. The California Workforce Investment Board (State Board) Acting Executive Director, Douglas Sale, asked the Health Workforce Development Council (Council) members to introduce themselves. He also officially introduced Mr. Chad Silva as the Council's Vice Chair and asked him to give a brief biography.

Council members/designees who were in attendance are listed below:

Lynne Andres	Brian Keefer
Terry Bane	Cathy Martin
Kevin Barnett	Jenni Murphy
Steve Barrow	Cathryn Nation, M.D.
John Blossom	Jeff Oxendine
Beverly Campbell	Tim Rainey
Kim DeWeese	Bob Redlo
Diane Factor	Caryn Rizell
Cathy Frey	Abby Snay
Gary Gugelchuk, M.D.	Linda Zorn

Mr. Silva gave a summary of the extensive activities that will be covered in the meeting which include:

- Updates on the Health Workforce Development Planning Grant Activities
- Updates on Health Workforce Development Planning Grant Work Plan
- Formation of the Career Pathway Sub-Committee
- Presentation on the Health Workforce Planning Regions

II. Chair/Executive Director Update

The State Board's Acting Executive Director gave an update on relevant staff changes:

- Barbara Halsey, Executive Director, left to accept the position at the California Workforce Association.
- Jason Orta, State Board staff who was assigned to Health has also left
- Javier Romero, State Board manager, joined the Health team

Mr. Sale also acknowledged the Office of Statewide Health Planning and Development (OSHPD) for their tremendous work to keep the Council's goals on track. He also informed the Council that there is a nomination process for three national committees and/or council: the Advisory Committee on Training in Primary Care Medicine and Dentistry (ACTPCMD), the Advisory Committee on Interdisciplinary, Community-Based Linkages (ACICBL), and the Council on Graduate Medical Education (COGME). Additionally, the U.S. Department of Labor released grant opportunities for Career Pathways Innovation Fund Grants Program and Trade Adjustment Assistance Community College and Career Training Grant Programs. For detailed information, go to: http://www.doleta.gov/grants/find_grants.cfm

The State Board, OSHPD and the California Health Workforce Alliance (Alliance), have developed a partnership to assist the Council in the planning grant deliverables. The Alliance is also working to solidify funding from the California Endowment to support the partnership.

Dr. David Carlisle, OSHPD's Director, recognized Barbara Halsey's and the Vice Chair Silva's contribution to health workforce development process and the Council. He also acknowledged the staff and the California State University, Sacramento in making the regional focus groups successful. With regards to the three committees mentioned, OSHPD will solicit nominations for submission to the Federal Health Resources and Services Administration. Lastly, he recognized the confirmation of the new California Health and Human Services Agency Secretary Diana Dooley.

III. Action Item: Approval of December 10, 2010, Meeting Minutes

The December 10th meeting minutes were approved.

IV. Update: Health Workforce Development Planning Grant Work Plan

• Review Graphic and Work Plan Progress

OSHPD's Healthcare Workforce Development Division Deputy Director, Angela Minniefield, presented the revised document entitled, "California Healthcare Workforce Planning Grant Process and Work Plan". Per the request of the Council, this document was updated in order to be more visually comprehensive. As outlined in the document, the goal of the work plan is to develop a comprehensive plan for primary care workforce development in California to meet the diverse needs of the State's population. Ms. Minniefield also presented the updated California Health Workforce Planning Grant Work Plan to the Council members.

The Council comments on the Graphic and Work Plan were:

- The role of the Council for the future administration
- The need of Council's cooperation and the need for legislation changes

- The need of more time to review the process prior to the meetings
- The need to focus on the delivery side such as the target groups, the number of people being covered, etc.
- The need to clarify real practice versus academic
- The need to tie the work of the Institute of Medicine report to our work
- The need to filter potential policy recommendations before formal adoption/proposals are submitted
- The need to start thinking how delivery system is transforming
- The need to look at projections

The comments will be reviewed for incorporation in the Planning Grant Graphic and Work Plan.
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- **Health Resources and Services Administration (HRSA) Planning Grantees Technical Assistance Workshop**

The State Board staff, Moreen Lane, commented about the February 8th and 9th technical assistance workshop for HRSA Healthcare Workforce Development Planning Grantees in Virginia. Ms. Lane reported that the purpose of the technical workshop was to provide the 26 State Healthcare Workforce Development grantees with tools that targeted state resources to prioritize needs in addressing the health workforce.

The Council comments on the technical assistance workshop were:

- To look at other State's model and to consider partnering with them
- To disseminate presentations from the technical assistance workshop

- **Career Pathway Sub-Committee**

Ms. Lane informed the Council that a sub-committee under the Council will be formed to charge with developing statewide planning recommendations that address the following six areas:

- Existing and potential health career pathways that may increase access to primary care
- Existing education and training capacity and infrastructure to accommodate the career pathways needed to increase access to primary care
- Academic and healthcare industry skill standards for high school graduation, entry into postsecondary education, and various credentials and licensure
- Availability of career information and guidance counseling to existing and potential health professions students and residents
- Big picture issues around recruitment, retention, attrition, transfer, articulation and curricular disconnects, and the identification of policies needed to facilitate the progress of students between education segments in California
- Need for pilot/demonstration projects in eligible health personnel categories, or new health personnel categories

The formation of this sub-committee will be done through an interagency agreement and the total amount payable shall not exceed \$50,000.00. The term shall be from April 1, 2011 or upon the California Department of General Services approval to June 30, 2011. Membership for the sub-committee may include, but is not limited to, existing Council members. Ms. Lane announced that all interested Council members can contact her directly. In addition, organizations interested

in facilitating the meetings will have one week to submit an application, which shall be comprised of a five-page proposal with budget expenditures.

The State Board and OSHPD will develop a scoring rubric, review all proposals submitted, and select a contractor.

V. Reports: Health Workforce Development Planning Grant Activities

• Regional Focus Groups

Ms. Moreen Lane thanked the Council members, with special mention to Mr. Steve Barrow, for their help and participation in the regional focus groups. To date, nine of the eleven regional focus groups have been completed. The next focus groups are on March 16th in Ontario and March 22nd in Monterey. She also discussed the process and emerging themes of the focus groups. Lastly, she commended the excellent work of the California State University, the contractor for the focus groups.

The Council comments on the regional focus groups were:

- Most Council members agreed on the success of the focus groups and specifically the input process
- Broad representation of participants from Allied Health workers to physicians to be exposed and better understand their practice models
- Need to acknowledge workforce needs to clarify the primary care definition
- Need to standardize curricula across education systems
- Need to be aware of the needed skills to manage chronic conditions and elder care (long-term care)
- Need for support services such as child-care services, mentoring, and tutoring
- Need for documentation and legislative policy in the implementation grants
- Need to promote cultural sensitivity
- Need for strong labor representation
- Need focus on second career individuals and incumbent workers

• Primary Care Workforce Initiative

The California Health Workforce Alliance's presentation on Primary Care Workforce Initiative provided an update of their work in support of the State's Health Workforce Development Planning Grant. After the presentation, the Council also discussed the issue on how to reduce the stigma of primary care professionals.

VI. Presentation: Health Workforce Planning Regions

OSHPD's Deborah Gonzales' gave a presentation on California Health Workforce Planning Regions. She gave a background on how the regional planning areas were developed with input from their workforce and education partners. The presentation included maps showing the placement of clinics, hospice, hospital, and long term care facility-that were throughout the regions.

The Council comments on the presentation were:

- Breakout by size the hospital representation of primary care

- Use filters in the rural areas or graphical barriers
- Continue define how this information can be used and to look at the use of an ad-Hoc committee to further the discussion
- Include public health clinics in the identified facilities
- Sort information by size, population served, and/or number of patients served per year

Ms. Gonzales took note on the comments of the Council. She will review, evaluate, and incorporate the comments.

VII. Correspondence: Update

The Council received a letter from the California Social Work Education Center's (CalSWEC) Executive Director, John Cullen. The letter stated that CalSWEC is willing to assist the Council in addressing the workforce development challenges and implementing successfully the Affordable Care Act (ACA).

VIII. Council Members Updates

Dr. Cathryn Nation, University of California's Office of the President, shared their students' huge concern on debt (increasing fees), budgetary concerns, and challenges on the national accreditation. She also mentioned the California Hospital Association's open invitation regarding the issue of second careers and health care extension programs offered by University of California.

Mr. Jeff Oxendine, California Health Professions Consortium, gave an overview of the Consortium including their work of the importance defined pipeline and career pathways. The Consortium has started working in conjunction with the Alliance and has discussed key issues and strategies in increasing diversity in the planning grants and health reform.

Ms. Lynne Andres, California State Senate, mentioned that they are actively looking at policy recommendations and solutions to address workforce issues. She echoed the recommendation to add a column for legislative action by Federal and State to the planning grant work plan. She also shared that they have a health workforce spot bill, and they wanted to avoid veto or appropriations for this bill by meeting with the Council for input. Lastly, she mentioned two health related bills: SB 635 (Allied Workforce Funding) and SB 395 (Medical Home).

Ms. Beverly Campbell with the California Department of Education gave an update on college and career readiness standards.

Mr. Kevin Barnett, California Health Workforce Alliance, discussed the Building Healthy Communities initiative, a 10-year program of the California Endowment. The 14 communities in the program have two areas of focus: access to at home health care and youth development specifically Health Career Development. He suggested linking these types of efforts in the application.

Ms. Diane Factor, Service Employees International Union, shared the challenges of executing the Los Angeles Recovery Act Grants with Healthcare as industry focus. The challenges include urging more employers to partner with the Local Boards; training 400 people and placing them in the entry-level position to meet the goal of the grant.

Ms. Linda Zorn, California Community Colleges Chancellor's Office, reiterated the grant opportunities for Career Pathways Innovation Fund Grants Program and Trade Adjustment Assistance Community College and Career Training Grant Programs.

IX. Next Steps

- The next meeting is on April 20, 2011.
- Telehealth and Economic Implications of the Health Workforce presentations
- Regional Focus Groups and Planning Grants Findings reports
- Health Workforce Development Implementation Grant Proposal Discussion

X. Public Comment

Mr. John Troidl, California Health Workforce Alliance, shared that they received a good feedback on the joint meeting approach between the Alliance and the Consortium. He also informed the Council and the public that an on-line MPH degree will be available at UC Berkeley this August.

Mr. John Cullen, California Social Work Education Center, thanked the Council for acknowledging their correspondence. He also offered their experience, resources, and infrastructure to the Council to help develop social workers over the next few years.

Ms. Annie Lam, California Chiropractic Association, commented on the Council's decision to include chiropractors with primary care providers. She also offered her organization's assistance to the Council.

Mr. Alan Johnson, California Association of Alcoholism & Drug Abuse Counselors, shared some information, survey data, statistics, and studies on how to implement a workforce plan that includes workforce considerations related to addiction treatment professionals for ACA.

Mr. Warren Daniels, California Foundation for the Advancement of Addiction Professionals, gave an overview of the Foundation and offered their assistance to the Council as well.

The meeting was adjourned at approximately 3:00 p.m.